



Associate Leader of Fountains Church Bradford and Priest-in-Charge of
St Margaret's Frizinghall

ROLE DESCRIPTION

Role description signed off by Ven Andy Jolley, Archdeacon of Bradford

Date: February 2025

To be reviewed 6 months from appointment and 3 yearly thereafter

1 Details of post

Role titles (as on licences):	Resource Church Associate Leader and Priest-in-Charge of St Margaret's, Frizinghall
Name of benefices:	BMO – Fountains Church Bradford St Margaret's, Frizinghall
Episcopal area:	The Episcopal Area of Bradford
Archdeaconry:	Archdeaconry of Bradford
Deanery:	Inner Bradford
Initial point of contact on terms of service:	Archdeacon of Bradford

2 Role Purposes

- 1) To support and work closely with the Leader of Fountains Church Bradford in growing Fountains Church as a city centre resource church that works closely with the Bishop and Archdeacon of Bradford, taking particular responsibility for at least one of the key areas of the church's ministry.
- 2) To be an enabling and empowering leader of St Margaret's Church, growing the church, its mission and ministry to grow the kingdom of God in Frizinghall.
- 3) To develop and maximise the synergies between Fountains Church Bradford and St Margaret's Frizinghall, as part of Fountains wider relational network.

Specific priorities regarding St Margaret's

- To take a leading role in facilitating, enabling, encouraging, supporting and sustaining the church's leadership, particularly its Leadership Team and PCC.
- To support mobilising and equipping teams and individuals to build fruitful and sustainable patterns of activity in mission and discipleship
- To seek out and develop opportunities for new areas of mission and new worshipping communities to reach unreached people within the parish.
- To continue progress with previous Interim Ministry objectives to:
 - help people from community-facing ministries to access pathways towards faith in Jesus;
 - put pastoral care on a more robust and organized footing;
 - make more of the Fountains Network to realise much more of the potential in this relationship.

Specific Responsibilities for Fountains

- To be an active, present and prayerful part of the senior leadership team of Fountains Church Bradford as it grows and develops into its next season;
- To work under the overall leadership of the Leader of the church;
- To develop and oversee one or more of the key missional areas of the church – possibilities include:
 - o Children and young people
 - o Those on the margins of society
 - o Students and Young Adults
 - o The retail and business communities
- Alongside Fountains other clergy, to lead thinking of the development of the Fountains network and what it means to be a network church, particularly developing active links between Fountains and St Margaret's church.

General

- To share with the Bishop both in the cure of souls and in responsibility, under God, for "building confident Christians, growing churches and transforming communities";
- To support the vision for Fountains Church of growing as a City Centre Resource Church with its own distinctive ministries in evangelism, discipleship and ministries which address social need and effect social transformation, and which also encourages and enables the sharing of gifts and resources across the city and the wider Diocese of Leeds creating, developing and supporting teams to support mission and growth focused on the diocesan vision;
- To have regard to the calling and responsibilities of the clergy as described in the Canons, the Ordinal, the Code of Professional Conduct for the Clergy and other relevant legislation including safeguarding;
- To be a role model to the congregations in terms of personal spiritual discipline and accountability, emphasising reliance on God, openness to the promptings of the Holy Spirit and the centrality of prayer;
- To set a high standard in personal conduct and family life, setting and maintaining appropriate boundaries and follow a pattern of life that allows the personal, family and spiritual aspects of life to flourish alongside the demands of ministry;
- To build up the Kingdom of God in the parish of Frizinghall, the area of the Bishop's Mission Order for Fountains Church Bradford, and more widely in the Diocese;

- To promote the health of the Church and its growth in numbers, in spiritual commitment and in service to local communities;
- To have regard to the five goals of the Diocesan Strategy (see Appendix);
- To undertake any duties that may reasonably be required of the role.

3 Key Working Relationships

- The Bishop of Leeds
- The Bishop of Bradford (with responsibility for the Bradford Episcopal Area)
- The Archdeacon of Bradford
- The Area Dean and Deanery Lay Chair
- The Deanery Synods and Clergy Chapter
- The Diocesan Office team, including the Human Resources Manager
- The Diocesan Mission and Ministry Team
- The Area Clergy Development Officer
- The Resource Church Leader
- Leaders of other churches in the City Centre
- Trustees of Fountains Church Bradford CIO (PCC)
- PCC and Leadership Team of St Margaret's Frizinghall
- Local councillors and other community leaders in Frizinghall
- Other Clergy and lay colleagues

Future

- City councillors and other civic leaders
- Leaders of other religious communities

Supportive:

- Clergy Counselling Support

4 Health and Wellbeing

The Diocese of Leeds is committed to promote the wellbeing of our clergy and their households in terms expressed in the Church of England's Covenant for Clergy Care and Wellbeing. We also expect our clergy to manage their time well to ensure that they:

- Take a regular day off each week, trying to ensure that this includes the preceding evening and If the weekly day off is compromised for whatsoever reason, to take a day off in lieu;
- Take their full annual leave allowance each year (six weeks holiday plus Bank Holidays, or time in lieu of Bank Holidays);
- Pay attention to their spiritual wellbeing, including daily prayer and Bible reading, reading / learning in general, quiet days and an annual retreat;
- Build collegial relationships across the Deanery, Episcopal Area and Diocese;
- Engage fully with their annual Ministerial Development Review and Continued Ministerial Development and Education;
- Advise the Area Dean, Archdeacon or Area Bishop as early as possible of any health, stress or anxiety concerns;

- Engage in a continuous learning relationship (eg work mentor, spiritual director, peer group) which supports and encourages their ministry. The Area Bishop or Archdeacon can provide a directory of spiritual directors and mentors should this be required.

5 Archdeacon's Comment

Our vision as the Diocese is about confident clergy equipping confident Christians to live and tell the good news of Jesus Christ. For all of our appointments we are seeking clergy who have a joyful and confident faith which has inspired a track record of church growth.

This particular role sits at the heart of the strategy for the Diocese of Leeds and its outworking in the Bradford Episcopal Area. It is enabled by Strategic Development Funding from the Church Commissioners for church planting appropriate to Bradford.

The City of Bradford

A fifth of the diocese's population (550,500 out of 2.72m) live in the Bradford Episcopal Area, which covers the city of Bradford, the significant towns of Keighley, Bingley, Shipley and Ilkley and their surrounding areas. Bradford is the 5th largest metropolitan district in England.

Bradford is working hard to re-profile its city centre. Significant redevelopment has taken place in the centre over recent years, with the opening of the new Broadway shopping centre, the creation of City Park, with a "mirror pool", surrounded by the City Hall, National Science and Media Museum, and the Alhambra Theatre. More remains to be done, in particular with the former Odeon building now owned by the Council, and there are also plans for a great deal of new housing in the central area.

The Church of England in Bradford

The attendance per capita of the Bradford Episcopal Area is 1.0%, below the diocesan average of 1.4% and the national average 1.7%. In the city of Bradford it is only 0.6%. This reflects a relative lack of investment in ministry in Bradford. In 2019 the Bishop and Archdeacon of Bradford (who share oversight of the episcopal area) worked with colleagues to develop a growth plan for the city. This identified the following key challenges:

- The need to develop leadership and deepen discipleship;
- A general lack of engagement with young people;
- Addressing the significant disparity in investment between the poorer inner city and outer estate parishes and those in more affluent areas;
- Developing appropriate and sustainable models of Anglican ministry in majority-Muslim contexts
- Socio-economic problems including multiple deprivation, counter extremism and social cohesion (as highlighted by the Casey review)

Out of this analysis, and seeking to fulfill the diocese's vision, the following priorities were agreed:

- Strategic resource allocation in order to invest in:
 - under-resourced areas
 - areas of potential strength to resource mission in weaker parishes

- Developing new forms of ministry which are authentically Anglican, missionally appropriate and financially sustainable
- Greater engagement with young people and the development of more young church leaders (creating a leadership pipeline for the future).

Building on good relationships with the Bradford Metropolitan District Council, the police and with civic, business and education leaders, a new city centre Resource Church, Fountains Church Bradford, was envisioned and established to realise greater ambition and scale, with a clear mandate from the outset to re-plant.

Fountains Church Bradford

Following widespread consultation, the Bishop's Mission Order (BMO) for Fountains Church Bradford was created in May 2019. After a few months of groups meeting to pray, a worshipping congregation was launched in September 2019. Following protracted negotiations with the City of Bradford Metropolitan District Council, a 150 year lease was acquired for a building of former night clubs at Glydegate. After Phase 1 of the refurbishment of these premises, the church began worshipping at Glydegate in November 2020. Two subsequent phases of building works have now seen the whole site fully renovated, enabled by a second tranche of Strategic Development Funding awarded in 2022.

As a city centre church, in a central location, Fountains Church is expected to be a 7-day a week operation, with appropriate midweek ministries, including social enterprise as well as evangelistic and disciple-making activities. As well as the main Sunday afternoon congregation, It has created three other worshipping communities that meet at Glydegate: Saturday Gathering, Wrestling Church and International Congregation. As well as St Margaret's Frizinghall, Fountains also has a network relationship with the outer estate parish of St Michael's Shelf with St Aidan's Buttershaw. It is also currently offering support to St Saviour's Fairweather Green.

St Margaret's Frizinghall

St Margaret's is an inner city parish with a predominantly Asian Muslim population. The church has key strengths in lay leadership and in ministry with children and young people. It has also enjoyed a strong reputation locally for its community-facing ministry, especially with young families through PATCH (toddler group), assemblies and visits for the local primary school, as well as with others through a Community Cafe and a women's 'Samosas and Scones' group. The provision of a much-needed Food Hub has further strengthened these connections. The congregation mainly lives locally, if not always in the parish. The church building with its integral church hall is in reasonable condition, but with some issues which the Finance and Fabric committee are looking to address.

St Margaret's has recently completed a 3 year period of Interim Ministry, which followed a period of over three years without ordained leadership which had left the very capable lay leadership feeling very stretched. The Interim Ministry sought to address important questions, particularly about sustainability, and did so successfully.

The review of the Interim Ministry, conducted in April 2024, concluded that:

- Lay leadership has moved to a much greater and also more sustainable level;
- Community-facing ministries have been refocused;

- There are pathways for people engaging with these ministries to come to faith – and we hope and pray that many more people will access them;
- Youth and children’s work is much strengthened, from an already very good position;
- There is, however, more to do to put pastoral care on a more robust and organized footing, and that needs to remain a priority;
- St Margaret’s is contributing to Inner Bradford Deanery and the Episcopal Area;
- St Margaret’s is finding a home alongside Fountains and Shelf in the Fountains Network, but more work is needed to grasp more of the potential in this relationship.

The Interim Ministry showed what is needed for St Margaret’s lay leadership (and the church) to flourish. St Margaret’s could survive if it was strictly lay-led, with some oversight and limited input from an ordained clergy person. But it’s unlikely that it would thrive to the extent being seen now. The ordained clergyperson added capacity for mission and ministry, but probably contributed most by the way he blessed, supported, encouraged and facilitated, thereby increasing St Margaret’s lay ministry and leadership capacity. Hence, the Interim Ministry demonstrated that St Margaret’s needs appropriate facilitatory and encouraging ordained ministry to flourish.

There is a question of a possible pastoral scheme for St Margaret’s. The developing relationship with Fountains Church Bradford is a significant positive. As this relationship develops and matures, a pastoral scheme can be considered.

Both St Margaret’s and Fountains Church are located in the Deanery of Inner Bradford. The Deanery is comprised of parishes similar in demographic context to St Margaret’s, many of whom are experimenting with mixing new approaches to worship and mission alongside inherited patterns. There is therefore a group of creative and supportive colleagues in Deanery chapter, all of whom will be deeply familiar with the joys and challenges that each other faces. Everyone is expected to work with a spirit of generosity in sharing wisdom and insights about ministry, and especially with regard to “lay-led churches”, within the Deanery of Inner Bradford and across the Episcopal Area.

APPENDIX: FIVE STRATEGY GOALS

Goal 1: Thriving as a distinctive diocese whose culture is shaped by a shared vision and values

“Speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is, Christ”. Ephesians 4:15 (NIV)

- a) With Christ as our model for “Loving, Living and Learning”, to be energised by what it means to be part of the Diocese of Leeds and to see the diocese as “us” rather than “them”: a body of maturing Christians with a shared story to tell and a distinctive part to play.
- b) To be committed to the safeguarding, care and nurture of everyone within our community, and to God’s creation.
- c) To work as part of a diocese that, because of its scale, is making a unique contribution to building the Kingdom of God, while operating at a local level in every parish and episcopal area.

Goal 2: Reimagining ministry

“Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up”. Ephesians 4:11-12 (NIV)

- a) To promote the flourishing of a varied range of models of ministry that are missionally appropriate to context, faithfully yet imaginatively Anglican and financially sustainable.
- b) To work confidently in fruitful clergy/lay partnerships
- c) To actively promote the numerical growth of the church in your care
- d) To work with partners in the local communities to promote evident signs of transformation.

Goal 3: Nurturing lay discipleship

“Whatever you do, work at it with all your heart, as working for the Lord, not for human masters”. Colossians 3:23 (NIV)

- a) To enable all members of your congregations to mature in their calling as Christians in the whole of their lives and take seriously the five marks of mission¹;
- b) To provide pathways for more people to come to Christian faith, reflected in the number of baptisms and confirmations, including teenagers.
- c) To provide and promote nurture courses for enquirers and those new to faith;

¹ *To proclaim the Good News of the Kingdom. To teach, baptise and nurture new believers. To respond to human need by loving service. To seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation. To strive to safeguard the integrity of creation and sustain and renew the life of the earth.*

- d) To promote small group participation as the norm for mutual pastoral care, Bible study, growth in faith, and outreach;
- e) To encourage and enable people to express their Christian faith confidently outside church;
- f) To promote the prayer life of the church and individuals to underpin all the above.

Goal 4: Building leadership pathways

“You have heard me teach things that have been confirmed by many reliable witnesses. Now teach these truths to other trustworthy people who will be able to pass them on to others”. 2 Timothy 2:2 (NLT)

- a) To share with the Diocese in attracting, discerning, recruiting, training and continuously developing lay and ordained leaders, from informal exploration to accreditation.
- b) To take responsibility for your own vocational development, and to encourage others to do so, making use of diverse opportunities.
- c) To develop and promote the leadership potential of people of all ages.

Goal 5: Growing young people as Christians

“Jesus grew in wisdom and in stature and in favour with God and all the people”. Luke 2:52(NLT)

- a) To create and sustain a welcoming, enriching and safe worshipping community for children and young people.
- b) To provide a supportive context for children and young people to mature in Christian faith and to live out that faith in practice.
- c) To contribute to the well-being and faith development of children in schools and for Church schools to provide every child with an opportunity to encounter Christ and the Christian faith in a way which enhances their lives.